

CLAIMS

We claim:

1. A method for providing compensation, said method comprising:
defining a time interval;
5 providing a stock option to an employee for a selected stock;
identifying a supported price for said selected stock, based on
price data for said interval; and
offering to buy shares of said selected stock from said employee
at said supported price.

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2. The method of Claim 1, wherein:
said stock option may be exercised after the end of said time
interval.

15 3. The method of Claim 1, wherein:
said stock option may be exercised before the end of said time
interval.

4. A method for providing compensation, said method comprising:
defining a time interval;
providing an employee benefit;
20 providing a supported price for said employee benefit, based on
price data for said interval; and
calculating a value for said employee benefit, based on said
25 supported price.

5. The method of Claim 4, wherein:
said providing an employee benefit further comprises providing a
stock option; and
30 said providing a supported price further comprises offering to

buy shares of stock from said employee.

6. The method of Claim 4, wherein:

5 said providing an employee benefit further comprises providing a stock appreciation right.

10 7. The method of Claim 4, wherein said calculating further comprises calculating the difference between the price of a selected stock at the beginning of said interval, and said supported price.

15 8. The method of Claim 4, wherein:

said supported price is a peak price attained by a selected stock during said interval.

15 9. The method of Claim 4, wherein:

said supported price is a maximum value produced by an averaging method.

20 10. The method of Claim 4, wherein:

said supported price is a multiple of the price of a selected stock at the end of said interval.

25 11. A system for providing compensation, said system comprising:

means for receiving inputs, including:

stock price data, and

a formula for a supported price;

means for calculating a value for an employee benefit, based on said inputs; and

30 means for providing at least one output, including said value.

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12. The system of Claim 11, wherein said inputs include one or more inputs selected from the group consisting of:

5 a beginning time,

an ending time,

10 a number of shares,

and an option price.

13. The system of Claim 11, wherein said means for calculating further comprises means for calculating a value for a stock 15 option.

14. The system of Claim 11, wherein said means for calculating further comprises means for calculating a value for a stock appreciation right.

15. The system of Claim 11, further comprising means for creating a document containing a description of said employee benefit, 20 based on said output.

20. The system of Claim 11, further comprising means for printing a check, based on said output.

25. The system of Claim 11, further comprising means for causing a transfer of funds, based on said output.

25. The system of Claim 11, wherein said means for calculating further comprises means for calculating the difference between the price of a selected stock at the beginning of said interval, and said supported price.

19. The system of Claim 11, wherein:
said supported price is a peak price attained by said selected
stock during said interval.

5 20. The system of Claim 11, wherein:
said supported price is a maximum value produced by an averaging
method.

10 21. The system of Claim 11, wherein:
said supported price is a multiple of the price of said selected
stock at the end of said interval.

15 22. A computer-readable medium having computer-executable
instructions for providing compensation, said computer-executable
instructions comprising:
means for receiving inputs, including:
stock price data, and
a formula for a supported price;
means for calculating a value for an employee benefit, based on
20 said inputs; and
means for providing at least one output, including said value.

25 23. The computer-readable medium of Claim 22, wherein said inputs
include one or more inputs selected from the group consisting of:
a beginning time,
an ending time,
a number of shares,
and an option price.

30 24. The computer-readable medium of Claim 22, wherein said means

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for calculating further comprises means for calculating a value for a stock option.

25. The computer-usuable medium of Claim 22, wherein said means for calculating further comprises means for calculating a value for a stock appreciation right.

10 26. The computer-usuable medium of Claim 22, further comprising means for creating a document containing a description of said employee benefit, based on said output.

15 27. The computer-usuable medium of Claim 22, further comprising means for printing a check, based on said output.

20 28. The computer-usuable medium of Claim 22, further comprising means for causing a transfer of funds, based on said output.

25 29. The computer-usuable medium of Claim 22, wherein said means for calculating further comprises means for calculating the difference between the price of a selected stock at the beginning of said interval, and said supported price.

30 30. The computer-usuable medium of Claim 22, wherein: said supported price is a peak price attained by said selected stock during said interval.

35 31. The computer-usuable medium of Claim 22, wherein: said supported price is a maximum value produced by an averaging method.

32. The computer-usuable medium of Claim 22, wherein:
said supported price is a multiple of the price of said selected
stock at the end of said interval.

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